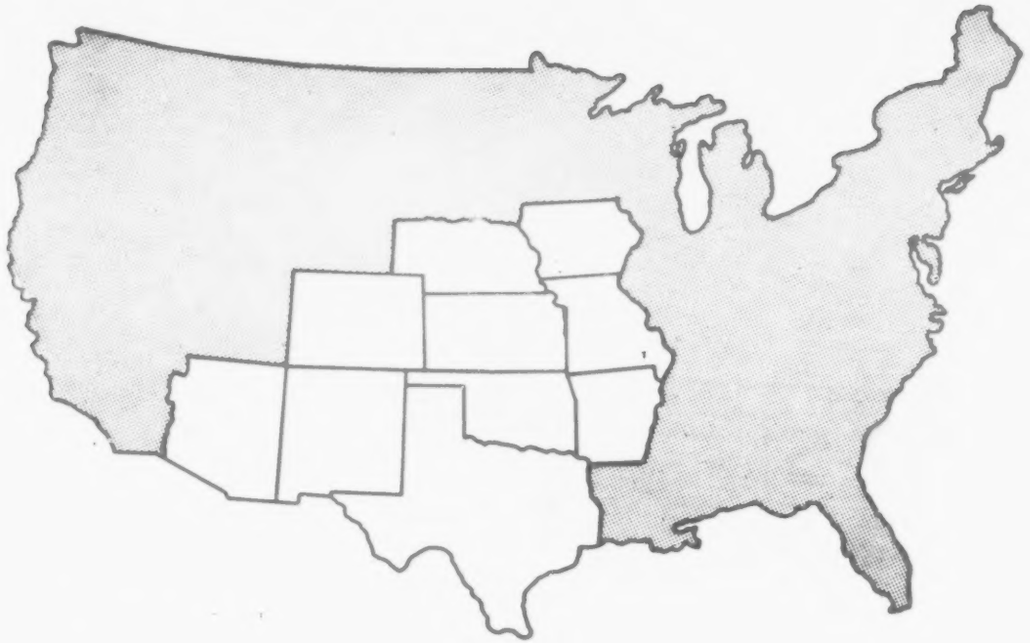
SG450-2 (4)A

COLLEGE AND UNIVERSITY SALARIES

IN TEN MID-WESTERN STATES

1981-82 Academic Year



OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

State Capitol, Oklahoma City

April, 1982

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

James L. Mills
Chairman, McAlester

Eugene L. Swearingen
Vice-Chairman, Tulsa

J. D. Helms
Oklahoma City

Joe F. Gary
Secretary, Durant

Scott E. Orbison
Tulsa

Bert H. Mackie
Assistant Secretary, Enid

Avalon B. Reece
Muskogee

Bob F. Allee
Elk City

Russell D. Vaught
Midwest City

J. A. Leone
Chancellor

Edward J. Coyle
Vice-Chancellor for Fiscal Affairs

COLLEGE AND UNIVERSITY SALARIES IN TEN MID-WESTERN STATES

1981-82 Academic Year

Prepared by

Division of Fiscal Affairs

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
State Capitol, Oklahoma City

April, 1982

This publication was prepared and distributed on authorization of the State Regents as a regular part of the work of the Agency. There were 350 copies printed by Allen's Litho Printing Company at a cost of $311.50 ($0.89 per copy).

LIST OF TABLES

Table		Page
1	Average 9-10 Month Salaries for "Big 8" Institutions 1981-82	3
1A	Average 9-10 Month Salaries of Principal State Universities in the Ten-State Region, 1981-82	4
1B	Average 9-10 Month Salaries and Student-Faculty Ratios in State Universities, 1981-82	5
2	Average 9-10 Month Salaries and Student-Faculty Ratios in State Senior Colleges, 1981-82	6
3	Average 9-10 Month Salaries and Student-Faculty Ratios in Public Junior Colleges, 1981-82	7
4	Average 9-10 Month Faculty Salaries by Type of Institution and by Rank, Oklahoma and 9 Selected States, 1981-82	8
5	Comparison of Oklahoma Salary Averages with Regional Salary Averages, by Rank, 9-10 Month Faculty, 1981-82	9
6	Annual Salaries and Staff Benefits of Selected Administrative Positions by Type of Institution, 9 Selected States, 1981-82.	10
7	Average 9-10 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1981-82	11
8	Average 11-12 Month Faculty Staff Benefits for All Ranks by Type of Institution, Oklahoma and 9 Selected States, 1981-82	12

PUBLIC INSTITUTIONS INCLUDED IN THE 10-STATE FACULTY SALARY SURVEY

Arizona

Arizona State University
Eastern Arizona College
Northern Arizona University
University of Arizona

Arkansas

Arkansas Tech University
Arkansas State University
Arkansas State University - Beebe
Henderson State University
Phillips County Community College
Southern Arkansas University
University of Arkansas - Fayetteville
University of Arkansas - Little Rock
University of Arkansas - Monticello
University of Arkansas - Pine Bluff
University of Central Arkansas
Westark Community College

Colorado

Adams State College
Arapahoe Community College
Colorado School of Mines
Colorado State University
Community College of Denver
Lamar Community College
Mesa College
Metropolitan State College
Otero Junior College
University of Colorado - Boulder
University of Colorado - Colorado Springs
University of Northern Colorado
University of Southern Colorado
Western State College

Iowa

Iowa State University
Iowa Lakes Community College
Marshalltown Community College
North Iowa Area Community College
University of Northern Iowa
Western Iowa Tech Community College

Kansas

Coffeyville Community College
Colby Community College
Emporia State University
Fort Hays State University
Fort Scott Community College
Hutchinson Community College
Johnson County Community College
Kansas State University
Seward County Community College
University of Kansas
Wichita State University

Missouri

Central Missouri State University
Jefferson College
Lincoln University
Missouri Southern State College
Missouri Western State College
Northwest Missouri State University
St. Louis Community College
Southeast Missouri State University
Southwest Missouri State University
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis

Nebraska

Chadron State College
Kearney State College
Peru State College
University of Nebraska - Lincoln
University of Nebraska - Omaha
Wayne State College
Western Technical Community College Area

New Mexico

Eastern New Mexico University - Portales
New Mexico Highlands University
New Mexico Institute of Mining & Technology
New Mexico Military Institute
New Mexico State University
New Mexico State University - Alamogardo
New Mexico State University - Grants
New Mexico State University - San Juan
University of New Mexico
Western New Mexico University

Oklahoma

Cameron University
Carl Albert Junior College
Central State University
Claremore Junior College
Connors State College
East Central Oklahoma State University
Eastern Oklahoma State College
El Reno Junior College
Langston University
Murray State College
Northeastern Oklahoma A&M College
Northeastern Oklahoma State University
Northern Oklahoma College
Northwestern Oklahoma State University
Oklahoma Panhandle State University
Oklahoma State University
Oscar Rose Junior College
Sayre Junior College
Seminole Junior College
South Oklahoma City Junior College
Southeastern Oklahoma State University
Southwestern Oklahoma State University
Tulsa Junior College
University of Oklahoma
University of Science & Arts of Oklahoma
Western Oklahoma State College

Texas

Amarillo College
Angelina College
Angelo State University
Cisco Junior College
Clarendon College
Dallas County Community College District
East Texas State University
Henderson County Junior College
Houston Community College
Laredo State University
Midwestern State University
North Texas State University
Pan American University
Paris Junior College
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
Tarrant County Junior College District
Texas A&M University
Texas Southern University
Texas Southmost College
University of Houston
University of Houston - Downtown College
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
University of Texas - El Paso
University of Texas - Permian Basin
University of Texas - San Antonio
University of Texas - Tyler
West Texas State University

HIGHLIGHTS

Sources of Data.—Data for the 1981-82 College and University Salary Report were obtained from Oklahoma institutions and colleges and universities in the nine-state region surrounding Oklahoma. Through a questionnaire survey, data were solicited from 39 universities[a], 50 senior colleges, and 63 junior colleges outside Oklahoma and two universities, ten senior colleges, and fourteen junior colleges in Oklahoma. Following is the percentage of response, including Oklahoma institutions.

State Universities - 85.4%
State Senior Colleges - 83.3%
Public Junior Colleges - 63.6%

University Salaries.—Average faculty salaries at state universities in the region range from $22,199 to $31,753. The median of means for 35 state universities is $26,609.

Senior College Salaries.—Average faculty salaries at state senior colleges in the region range from $17,822 to $26,585. The median of means for 50 state senior colleges included in the survey is $23,040.

Junior College Salaries.—Average faculty salaries at public junior colleges in the region range from $16,279 to $25,165. The median of means for 49 public junior colleges included in the survey is $20,479.

Presidents' Salaries.—The average salary for presidents of universities in the region is $69,915; for state senior colleges, $55,407; and for public junior colleges, $45,841.

University Staff Benefits.—The average staff benefits for 9-10 month faculty at state universities in the region range from $3,918 in Colorado to $5,505 in Texas.

Senior College Staff Benefits.—The average staff benefits for 9-10 month faculty at state senior colleges in the region range from $2,784 in Oklahoma to $4,018 in Arkansas.

Junior College Staff Benefits.—The average staff benefits for 9-10 month faculty at public junior colleges in the region range from $2,904 in Oklahoma to $4,435 in Missouri.

Presidents' Staff Benefits.—The average staff benefits for presidents' of universities in the region is $9,674; for state senior colleges, $8,566; and for public junior colleges, $6,708.

University Student-Faculty Ratios.—At state universities, the ratio of FTE enrollment to FTE faculty, when converted to comparable statistics, ranges from 10.9 to 22.9. The median is 18.0.

Senior College Student-Faculty Ratios.—At state senior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 14.4 to a high of 29.8. The median is 19.5.

Junior College Student-Faculty Ratios.—At state junior colleges, the ratio of FTE enrollment to FTE faculty ranges from a low of 10.3 to a high of 31.5. The median is 18.3.

Ten-State Average Faculty Salary Comparison.—The average faculty salary for Oklahoma universities is $1,472 below the nine-state regional average for universities. The Oklahoma average for state senior colleges is $2,547 above the regional average for similar institutions. The Oklahoma state junior college average is $256 below the regional average.

---

[a] For this report "universities" are those institutions reported by the U.S. Office of Education as offering Doctorate degrees.

TABLE 1

AVERAGE 9-10 MONTH SALARIES FOR "BIG 8" INSTITUTIONS, 1981-82

Institution	Rank	Average Salary[a]
University of Colorado - Boulder	1	$28,793
University of Kansas	2	27,640
University of Nebraska - Lincoln	3	27,614
University of Missouri - Columbia	4	26,609
Iowa State University	5	26,323
Oklahoma State University	6	26,028
University of Oklahoma	7	25,963
Kansas State University	8	25,181
All Institutions		$26,812

[a]Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 1A

AVERAGE 9-10 MONTH SALARIES OF PRINCIPAL STATE UNIVERSITIES
IN THE TEN STATE REGION, 1981-82

Institution	Rank	Average[a] Salary
University of Arizona	1	$31,753
Texas A&M University	2	30,782
University of Texas - Austin	3	30,047
Arizona State University	4	29,617
Colorado School of Mines	5	29,415
University of Colorado - Boulder	6	28,793
Colorado State University	7	28,348
University of Missouri - Rolla	8	27,744
University of Kansas	9	27,640
University of Nebraska - Lincoln	10	27,614
New Mexico State University	11	26,930
University of New Mexico	12	26,869
University of Missouri - Columbia	13	26,609
Iowa State University	14	26,323
Oklahoma State University	15	26,028
University of Oklahoma	16	25,963
University of Arkansas - Fayetteville	17	25,905
University of Missouri - Kansas City	18	25,813
Kansas State University	19	25,181
All Institutions		$28,078

[a]See footnote a, Table 1.

TABLE 1B

AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE UNIVERSITIES, 1981-82

Institution	Rank	Average Salary[a]	FTE Enrollment per FTE Faculty[b]
University of Arizona	1	$31,753	18.0
Texas A&M University	2	30,782	15.7
University of Houston	3	30,265	14.8
University of Texas - Austin	4	30,047	21.1
Arizona State University	5	29,617	18.0
Colorado School of Mines	6	29,415	16.9
University of Colorado - Boulder	7	28,793	19.3
Colorado State University	8	28,348	17.7
University of Texas - Dallas	9	28,017	10.9
University of Missouri - Rolla	10	27,744	N/A
University of Kansas	11	27,640	15.2
University of Nebraska - Lincoln	12	27,614	11.6
Northern Arizona University	13	27,593	19.2
New Mexico State University	14	26,930	19.7
North Texas State University	15	26,907	16.2
University of New Mexico	16	26,869	15.1
New Mexico Institute of Mining & Technology	17	26,633	12.5
University of Missouri - Columbia	18	26,609	N/A
Iowa State University	19	26,323	18.8
Sam Houston State University	20	26,222	22.9
Oklahoma State University	21	26,028	17.0
University of Oklahoma	22	25,963	15.3
University of Arkansas - Fayetteville	23	25,905	18.6
East Texas State University	24	25,839	17.9
University of Missouri - Kansas City	25	25,813	N/A
University of Texas - Arlington	26	25,744	18.4
University of Texas - El Paso	27	25,241	19.5
Kansas State University	28	25,181	16.0
Stephen F. Austin State University	29	24,175	22.0
University of Missouri - St. Louis	30	24,167	N/A
University of Northern Colorado	31	23,991	20.4
Wichita State University	32	23,973	17.4
University of Northern Iowa	33	23,574	19.1
Texas Southern University	34	22,270	19.5
University of Nebraska - Omaha	35	22,199	20.0
All Institutions		$27,376	

[a] See footnote a, Table 1.

[b] FTE enrollment is defined as the 1981 fall term undergraduate student-credit-hours divided by 15, and graduate student-credit-hours divided by 12. FTE faculty includes all budgeted faculty equated to full-time-equivalents by the institution for 1981-82 academic year.

TABLE 2

AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1981-82

Institution	Rank	Average Salary[a]	FTE Enrollment per FTE Faculty[b]	Institution	Rank	Average Salary[a]	FTE Enrollment per FTE Faculty[b]
Central State University	1	$26,585	22.1	Pan American University	26	$22,942	21.8
Eastern New Mexico University	2	25,648	20.5	Emporia State University	27	22,656	17.8
Southwestern Oklahoma State University	3	25,470	18.7	Southwest Missouri State University	28	22,448	20.5
Angelo State University	4	25,055	24.4	Southwest Texas State University	29	22,313	23.4
Adams State College	5	25,015	20.0	Chadron State College	30	22,120	15.0
University of Texas - San Antonio	6	24,834	29.8	New Mexico Highlands University	31	21,962	14.9
Metropolitan State College	7	24,517	21.5	Arkansas State University	32	21,763	21.4
Laredo State University	8	24,458	15.0	Mesa College	33	21,661	21.4
University of Colorado - Colorado Springs	9	24,391	20.5	Kearney State College	34	21,594	22.1
Langston University	10	24,183	16.5	Peru State College	35	21,323	14.4
University of Texas - Permian Basin	11	24,028	14.5	Fort Hays State University	36	21,179	16.5
Cameron University	12	24,015	18.7	Missouri Western State College	37	21,078	23.1
University of Southern Colorado	13	24,014	22.6	University of Central Arkansas	38	20,932	25.0
University of Science & Arts of Oklahoma	14	23,991	16.1	Central Missouri State University	39	20,914	19.1
Western State College	15	23,788	21.6	Wayne State College	40	20,659	19.5
Northeastern Oklahoma State University	16	23,761	20.1	Henderson State University	41	20,575	17.9
Midwestern State University	17	23,658	20.7	Missouri Southern State College	42	20,524	17.9
University of Texas - Tyler	18	23,657	15.7	Arkansas Tech University	43	20,496	20.6
Southeastern Oklahoma State University	19	23,584	18.5	Northwest Missouri State University	44	20,431	19.5
Western New Mexico University	20	23,524	15.8	Southeast Missouri State University	45	20,317	21.3
East Central Oklahoma State University	21	23,512	18.9	Southern Arkansas University	46	20,082	18.8
University of Arkansas - Little Rock	22	23,510	15.2	University of Arkansas - Monticello	47	18,989	20.8
Northwestern Oklahoma State University	23	23,501	19.6	University of Houston - Downtown	48	18,845	28.1
Oklahoma Panhandle State University	24	23,321	19.5	University of Arkansas - Pine Bluff	49	17,855	15.5
West Texas State University	25	23,138	19.5	Lincoln University	50	17,822	N/A
All Institutions						$22,494	

[a] See footnote a, Table 1.

[b] See footnote b, Table 1B.

TABLE 3

AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN PUBLIC JUNIOR COLLEGES, 1981-82[a]

Institution	Rank	Average Salary[b]	FTE Enrollment per FTE Faculty[c]	Institution	Rank	Average Salary[b]	FTE Enrollment per FTE Faculty[c]
Dallas County Community College District	1	$25,165	N/A	Otero Junior College	26	$20,169	19.7
St. Louis Community College	2	24,903	21.7	Sayre Junior College	27	20,160	15.5
Tarrant County Junior College District	3	23,768	N/A	Community College of Denver	28	20,109	27.8
Johnson County Community College	4	23,314	19.3	New Mexico Military Institute	29	20,070	17.5
Tulsa Junior College	5	21,928	20.1	Marshalltown Community College	30	19,788	20.8
Amarillo College	6	21,902	16.4	Iowa Lakes Community College	31	19,325	N/A
Arapahoe Community College	7	21,875	31.5	Henderson County Junior College	32	19,245	18.3
Eastern Arizona College	8	21,825	10.9	Arkansas State University - Beebe	33	19,018	24.1
Northeastern Oklahoma A&M College	9	21,801	20.7	Clarendon College	34	18,864	18.0
Seminole Junior College	10	21,791	15.8	Paris Junior College	35	18,786	12.6
Eastern Oklahoma State College	11	21,665	19.6	Jefferson College	36	18,595	13.7
Connors State College	12	21,549	17.8	New Mexico State University - San Juan	37	18,230	23.2
North Iowa Area Community College	13	21,506	17.8	Westark Community College	38	18,220	18.2
South Oklahoma City Junior College	14	21,475	20.1	Western Technical Community College	39	18,076	15.9
El Reno Junior College	15	21,411	11.7	Seward County Community College	40	17,890	10.3
Claremore Junior College	16	21,401	24.2	Western Iowa Tech Community College	41	17,629	N/A
Murray State College	17	21,393	17.3	Texas Southmost College	42	17,494	14.3
Hutchinson Community College	18	21,373	13.9	Cisco Junior College	43	17,462	14.5
Western Oklahoma State College	19	21,329	18.7	New Mexico State University - Grants	44	17,336	25.3
Oscar Rose Junior College	20	20,991	23.2	Colby Community College	45	16,829	12.7
Houston Community College System	21	20,953	N/A	Phillips County Community College	46	16,793	23.7
Northern Oklahoma College	22	20,909	21.6	Coffeyville Community College	47	16,719	19.8
Angelina College	23	20,886	19.7	Lamar Community College	48	16,607	N/A
Carl Albert Junior College	24	20,586	16.4	Fort Scott Community College	49	16,279	17.9
New Mexico State University - Alamogardo	25	20,479	26.9				
All Institutions						$21,653	

[a]Includes six junior college districts, each counted as one institution.

[b]See footnote a, Table 1.

[c]See footnote b, Table 1B.

TABLE 4

AVERAGE 9-10 MONTH SALARIES BY TYPE INSTITUTION AND BY RANK
OKLAHOMA AND NINE SELECTED STATES, 1981-82

State and Type of Institution	No. of Insti-tutions	ACADEMIC RANK											
		Dstng. Professor		Professor		Assoc. Professor		Asst. Professor		Instructor[a]		All Ranks	
		No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
University:													
Arizona	3	1	$53,258	1,051	$37,330	871	$28,839	628	$22,696	193	$19,889	2,744	$30,065
Arkansas	1	13	43,351	311	31,216	178	24,918	196	20,816	68	15,527	766	25,905
Colorado	4	9	43,244	1,195	32,340	729	25,309	500	21,119	54	18,857	2,487	27,770
Iowa	2	--	--	577	32,513	470	25,270	532	20,708	153	16,224	1,732	25,483
Kansas	3	16	41,560	924	32,869	725	24,590	660	20,247	172	15,614	2,497	25,996
Missouri	4	--	--	747	32,155	607	25,218	491	20,954	127	16,263	1,972	26,207
Nebraska	2	--	--	589	32,172	443	24,898	333	20,425	101	15,463	1,466	26,154
New Mexico	3	4	48,340	504	34,154	438	25,775	415	21,007	94	18,053	1,455	26,881
OKLAHOMA	2	50	40,032	460	32,270	399	25,908	464	21,258	118	14,499	1,491	25,994
Texas	11	126	47,945	2,385	35,683	2,187	27,735	2,288	22,886	676	17,704	7,662	28,208
Senior College:													
Arizona	--	--	--	--	--	--	--	--	--	--	--	--	--
Arkansas	8	--	--	337	26,432	443	22,555	456	19,135	240	14,272	1,476	21,037
Colorado	6	--	--	330	28,353	305	24,052	289	20,205	50	16,554	974	23,983
Iowa	--	--	--	--	--	--	--	--	--	--	--	--	--
Kansas	2	--	--	164	26,005	139	21,982	107	19,186	69	16,427	479	21,934
Missouri	7	--	--	449	27,137	455	22,749	699	18,921	410	15,431	2,013	20,908
Nebraska	4	--	--	145	26,808	95	22,692	132	19,256	96	15,353	468	21,493
New Mexico	3	--	--	69	30,188	98	25,273	122	21,105	34	16,964	323	23,874
OKLAHOMA	10	--	--	353	29,179	301	26,149	495	23,478	278	19,285	1,427	24,635
Texas	10	--	--	360	30,458	486	24,941	616	20,531	329	17,278	1,791	23,125
Junior College:													
Arizona	2	--	--	--	--	--	--	--	--	69	21,825	69	21,825
Arkansas	3	--	--	--	--	5	21,044	20	18,722	147	17,731	172	17,942
Colorado	4	--	--	--	--	--	--	--	--	478	20,389	478	20,389
Iowa	4	--	--	--	--	--	--	--	--	258	19,610	258	19,610
Kansas	6	--	--	--	--	--	--	--	--	394	20,278	394	20,278
Missouri	2	--	--	130	30,765	189	26,121	110	21,000	144	17,403	573	24,001
Nebraska	1	--	--	--	--	--	--	--	--	65	18,076	65	18,076
New Mexico	4	--	--	7	25,843	20	23,869	36	20,115	71	17,015	134	19,332
OKLAHOMA	14	--	--	--	--	--	--	--	--	934	21,443	934	21,443
Texas	9	--	--	91	25,750	172	25,038	161	22,590	1,621	22,014	2,045	22,480

[a]Includes lecturers.

TABLE 5

COMPARISON OF OKLAHOMA SALARY AVERAGES WITH REGIONAL SALARY AVERAGES, BY RANK, 9-10 MONTH FACULTY, 1981-82

Academic Rank by Type of Institution	Oklahoma	Nine Regional States
University:		
Distinguished Professor	$40,032	$46,778
Professor	32,270	34,046
Associate Professor	25,908	26,472
Assistant Professor	21,258	21,751
Instructor[a]	14,499	17,322
Average for All Ranks	$25,994	$27,466
Senior College:		
Distinguished Professor	$ --	$ --
Professor	29,179	27,858
Associate Professor	26,149	23,497
Assistant Professor	23,478	19,664
Instructor[a]	19,285	15,837
Average for All Ranks	$24,635	$22,088
Junior College:		
Professor	$ --	$28,612
Associate Professor	--	25,456
Assistant Professor	--	21,546
Instructor[a]	21,443	20,782
Average for All Ranks	$21,443	$21,699

[a]See footnote a on Table 4.

TABLE 6

ANNUAL SALARIES AND STAFF BENEFITS OF SELECTED ADMINISTRATIVE POSITIONS, BY TYPE OF INSTITUTION, NINE SELECTED STATES, 1981-82[a]

Type of Institution	President	Vice-President	Academic Dean	Chief Bus. Officer	Dir. of Library	Dir. of Pub. Rel.	Dean of Men	Dean of Women	Dean of Students	Dir. of Adm/Regis.	Dir. of Inst. Studies
University:											
No. of Institutions	27	28	25	22	29	17	--	1	19	27	16
No. of Individuals	27	100	211	22	29	17	--	1	19	27	16
Salary:											
Highest	$90,000	$73,000	$ --	$63,000	$60,500	$47,700	$ --	$33,120	$54,212	$53,920	$51,600
Lowest	48,400	44,060	--	29,000	20,000	24,000	--	33,120	29,474	23,650	26,000
Average	69,915	57,810	53,882	44,079	45,741	34,559	--	33,120	39,541	34,188	37,775
Staff Benefits:											
No. of Institutions	24	26	25	20	26	15	--	1	16	24	14
No of Individuals	24	86	211	20	26	15	--	1	16	24	14
Average	$ 9,674	$ 8,249	$ 7,621	$ 6,257	$ 7,050	$ 5,483	$ --	$ 5,019	$ 6,256	$ 5,911	$ 6,029
Senior College:											
No. of Institutions	39	36	32	27	37	28	4	4	27	36	20
No. of Individuals	39	106	157	27	37	28	4	4	27	36	20
Salary:											
Highest	$74,600	$59,911	$ --	$47,004	$46,520	$45,576	$26,871	$24,408	$45,696	$39,684	$46,740
Lowest	45,000	32,100	--	20,000	22,302	13,716	20,000	17,773	21,010	18,794	18,720
Average	55,407	43,849	40,602	33,030	31,683	26,162	23,440	22,756	31,832	27,472	31,749
Staff Benefits:											
No. of Institutions	39	36	31	27	37	27	4	4	27	36	20
No. of Individuals	39	106	153	27	37	27	4	4	27	36	20
Average	$ 8,566	$ 6,206	$ 5,770	$ 4,920	$ 4,906	$ 4,432	$ 4,454	$ 4,856	$ 4,768	$ 4,488	$ 4,981
Junior College:											
No. of Institutions[b]	32	16	22	26	25	15	--	--	26	25	9
No of Individuals	32	28	54	26	25	15	--	--	26	25	9
Salary:											
Highest	$64,073	$53,775	$ --	$63,800	$40,000	$42,319	$ --	$ --	$41,593	$39,310	$35,159
Lowest	35,385	29,867	--	15,600	17,500	13,274	--	--	20,407	14,000	20,407
Average	45,841	38,775	34,544	32,437	26,787	23,361	--	--	31,346	27,254	29,127
Staff Benefits:											
No. of Institutions	30	16	20	25	24	15	--	--	25	24	9
No. of Individuals	30	28	48	25	24	15	--	--	25	24	9
Average	$ 6,708	$ 6,083	$ 5,253	$ 4,596	$ 4,265	$ 3,922	$ --	$ --	$ 4,859	$ 4,061	$ 4,510

[a]Excludes all salaries for less than 11-12 month. Excludes Oklahoma positions.

[b]Includes six junior college districts, each of which is counted as one institution.

TABLE 7

AVERAGE 9-10 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1981-82

State and Type of Institution	Number of Institutions	Number of Faculty	Retirement Plans	Medical/ Dental Plans	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	2,369	$2,097	$ 680	$1,503	$ 85	$ 67	$ 70	$ 68	$4,570
Arkansas	1	508	2,277	427	1,592	--	103	--	117	4,516
Colorado	4	2,133	2,491	591	741	--	29	66	--	3,918
Iowa	2	1,270	2,281	625	1,565	34	248	16	465	5,234
Kansas	3	2,074	1,337	659	1,652	59	132	103	165	4,107
Missouri	4	1,503	2,400	613	1,665	75	51	41	--	4,845
Nebraska	2	1,162	1,788	504	1,616	2	60	--	--	3,970
New Mexico	3	1,189	1,802	517	1,643	62	43	103	30	4,200
OKLAHOMA	2	1,286	2,583	504	1,651	39	336	60	54	5,227
Texas	10	6,393	2,374	498	2,047	10	20	65	492	5,505
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	8	1,258	1,843	439	1,422	79	88	81	66	4,018
Colorado	6	964	2,488	1,147	205	--	152	7	16	4,015
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	2	413	1,233	575	1,421	43	68	86	--	3,426
Missouri	7	1,946	1,436	491	1,174	--	61	--	187	3,349
Nebraska	4	447	1,280	382	1,424	8	28	--	--	3,122
New Mexico	3	316	1,624	600	1,584	48	20	59	70	4,005
OKLAHOMA	10	1,360	163	480	1,640	60	257	91	93	2,784
Texas	10	1,729	1,963	518	1,303	18	16	16	10	3,844
Junior College:										
Arizona	1	58	$1,543	$ 416	$1,466	$162	$228	$ 82	$100	$3,997
Arkansas	3	152	1,534	841	1,160	23	81	63	113	3,815
Colorado	4	476	2,369	569	--	123	184	49	9	3,303
Iowa	4	121	1,136	1,283	1,421	234	101	56	--	3,498
Kansas	6	348	678	635	1,271	125	41	47	253	3,050
Missouri	2	569	2,284	995	--	688	119	70	279	4,435
Nebraska	1	59	1,100	1,335	1,132	15	12	50	24	3,668
New Mexico	4	102	1,360	227	1,330	72	162	89	35	3,275
OKLAHOMA	14	828	402	616	1,434	67	154	86	145	2,904
Texas	9	1,011	1,591	634	1,105	48	14	57	--	3,449

TABLE 8

AVERAGE 11-12 MONTH FACULTY STAFF BENEFITS FOR ALL RANKS BY TYPE OF INSTITUTION
OKLAHOMA AND NINE SELECTED STATES, 1981-82

State and Type of Institution	Number of Institutions	Number of Faculty	Retirement Plans	Medical/ Dental Plans	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
University:										
Arizona	3	375	$2,628	$ 447	$1,546	$114	$111	$ 98	$ 33	$4,977
Arkansas	1	258	2,846	485	1,860	--	113	--	147	5,451
Colorado	3	354	4,574	693	--	--	17	--	132	5,416
Iowa	2	462	3,594	738	1,933	19	441	18	791	7,534
Kansas	3	423	1,774	659	1,892	69	131	130	151	4,806
Missouri	4	469	3,051	601	1,886	75	52	41	--	5,706
Nebraska	2	304	2,396	504	1,864	3	60	--	--	4,827
New Mexico	3	266	2,298	604	1,826	49	82	156	70	5,085
OKLAHOMA	2	205	4,001	503	2,008	34	465	90	54	7,155
Texas	3	859	3,437	576	2,064	10	--	201	853	7,141
Senior College:										
Arizona	--	--	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --
Arkansas	7	218	2,522	455	1,808	64	92	62	48	5,051
Colorado	2	10	2,730	1,274	--	--	226	28	57	4,315
Iowa	--	--	--	--	--	--	--	--	--	--
Kansas	2	66	1,854	659	2,124	63	98	127	--	4,925
Missouri	4	52	1,946	480	1,672	--	65	--	52	4,215
Nebraska	3	21	1,818	382	1,814	--	28	--	--	4,042
New Mexico	2	7	1,682	580	1,601	46	26	52	106	4,093
OKLAHOMA	7	67	133	484	1,843	60	300	109	106	3,035
Texas	3	63	2,009	576	2,599	2	--	1	--	5,187
Junior College:										
Arizona	1	11	$1,769	$ 416	$1,680	$185	$252	$ 94	$ --	$4,396
Arkansas	2	22	2,173	1,039	1,614	51	107	138	166	5,288
Colorado	1	2	--	564	--	--	212	81	--	857
Iowa	4	137	1,139	1,157	1,473	1	151	47	150	4,118
Kansas	6	46	461	570	1,264	81	19	43	488	2,926
Missouri	1	4	2,125	518	--	--	80	45	--	2,768
Nebraska	1	6	1,110	1,335	1,133	12	12	45	24	3,671
New Mexico	4	32	1,430	565	1,398	51	109	102	296	3,951
OKLAHOMA	13	106	428	508	1,641	73	172	89	167	3,078
Texas	6	344	2,053	732	825	129	--	83	--	3,822